

SUMMARY AND PROFILE

Experienced professional with over 8 years of expertise in developing and implementing strategies that foster organizational inclusivity and cultural transformation, coupled with over 10 years in public school administration. Seeking a leadership role to drive positive change and enhance organizational culture.

PROFESSIONAL EXPERIENCE

NATIONAL UNIVERSITY OF NATURAL MEDICINE (NUNM)
ADJUNCT PROFESSOR, INTERCULTURAL COMMUNICATION SKILLS
APRIL 2025 - PRESENT

Academic Education Duties

- Design and deliver engaging course content in *Intercultural Communication Skills*, utilizing lectures, discussions, small group activities, and case studies to enhance student learning.
- Develop and manage educational experiences that support a diverse student body, fostering an inclusive and dynamic learning environment.
- Assess student learning outcomes and provide constructive feedback, making course modifications as necessary to enhance effectiveness.
- Maintain and update course syllabus in accordance with NUNM policies and best practices in intercultural communication education.
- Provide mentorship and support to students, serving as a facilitator of learning and professional development.
- Maintain student instructional records, submit grades in a timely manner, and participate in faculty meetings and institutional initiatives as required.

Scholarship & Professional Development

- Collaborate with faculty and administrators to evaluate curriculum effectiveness, contributing to a culture of continuous improvement in alignment with institutional goals.
- Engage in ongoing professional development to stay current on instructional methodologies, cultural competency, and advances in communication theory.
- Participate in formative and summative evaluation processes to ensure excellence and continuous improvement as an educator.

Institutional Engagement & Compliance

- Maintain familiarity with and comply with all NUNM policies and procedures.
- Participate in faculty meetings, training sessions, and university events, including student graduation commencement ceremonies.
- Complete and submit self-evaluations, reports, and other institutional documents in a timely manner.
- Other duties as assigned.

NATIONAL UNIVERSITY OF NATURAL MEDICINE (NUNM)
DIRECTOR OF ACCESS & INCLUSIVE ENGAGEMENT/ADJUNCT PROFESSOR, INTERCULTURAL COMMUNICATION SKILLS
JANUARY 2025 - PRESENT

Strategic Leadership & Program Development:

- Lead the development and implementation of initiatives that promote engagement, collaboration, and institutional alignment with student and faculty needs.
- Partner with cross-functional stakeholders to create programs that remove barriers to success and improve campus experiences.

Education & Resource Development:

- Develop training materials, workshops, and resources that strengthen cultural awareness, leadership skills, and community engagement.
- Provide ongoing learning opportunities to equip students, faculty, and staff with tools to navigate diverse perspectives effectively.

Student & Campus Engagement:

- Work closely with Student Government Association (SGA) executives and the broader student body to enhance student advocacy and leadership opportunities.
- Design programming, events, and activities that promote meaningful dialogue, collaboration, and a strong sense of community.

Impact Measurement & Institutional Growth:

- Establish measurable goals to assess the effectiveness of engagement initiatives and provide data-driven recommendations to university leadership.
- Generate reports and insights to support continuous improvement and institutional innovation.

Collaboration & Advocacy

- Partner with faculty to support curriculum development that reflects diverse perspectives and real-world applications.
- Advocate for student-centered policies that promote access to academic and professional growth opportunities.

Accessibility & Compliance:

- Oversee accessibility services in compliance with ADA regulations, ensuring students and staff receive necessary accommodation.
- Provide guidance on best practices for maintaining an accessible and navigable learning environment.

Conflict Resolution & Mediation:

- Serve as a resource for resolving concerns related to accessibility and accommodations.
- Offer expert guidance on policy compliance and equitable solutions.

Policy Development and External Partnerships:

- Cultivate partnerships with external organizations to expand opportunities for students and ensure NUNM remains a leader in fostering an environment where everyone can thrive.
- Create sustainable initiatives that align with the university's mission of academic excellence and social responsibility through collaboration, advocacy, and data-driven strategies.
- Monitor emerging engagement-related practices, thought leadership and industry trends to ensure the organization remains at the forefront.

CEQUITY EDUCATION CONSULTING LLC

DIVERSITY, EQUITY, INCLUSION, & BELONGING CONSULTANT

JANUARY 2024 - PRESENT

DEIB Strategy and Program Management:

- Formulates and oversees the DEIB strategic roadmap, aligned with organizational objectives.
- Partners with cross-functional stakeholders to assess and align programs, policies, and processes to DEIB principles.
- Participate in shaping the governance model and policy framework to cultivate an enterprise-wide ownership and accountability culture for DEIB.
- Evaluate and communicate the impact and outcomes of DEIB programs through data-driven analysis and reporting.
- Leverage subject matter expertise to advise, mentor, and build capabilities across teams on the design and execution of DEIB initiatives.

Executive Leadership and Council Advisement:

- Serves as a trusted strategic advisor to senior leadership on DEIB matters.
- Works closely with Executive and Advisory Councils to drive forward DEIB strategy.
- Analyzes DEIB trends and presents insights to inform leadership decision-making.
- Develop frameworks for disseminating DEIB information throughout the company.
- Provide guidance, resources, and support to Employee Resource Groups and Councils on DEIB initiatives.

Learning and Capability Development:

- Design and implement a robust DEIB training curriculum, overseeing the widespread rollout and delivery across the organization.
- Collaborate closely with the HR Talent & Development Team to integrate inclusive practices into talent management processes and procedures.
- Monitor emerging DEIB best practices, thought leadership and industry trends to ensure the organization remains at the forefront.

Policy Development and External Partnerships:

- Champion and advocate for diversity, accessibility, and inclusion through communication and branding efforts to reinforce an inclusive organizational culture.
- Cultivate and nurture strategic external partnerships that further the organization's DEIB objectives and presence.
- Closely monitor evolving legislation and regulatory landscapes pertaining to DEIB to ensure ongoing compliance.

LEDCOR GROUP OF COMPANIES

INCLUSION & DIVERSITY ADVISOR

APRIL 2022 – JANUARY 2024

Inclusion & Diversity Programs Management:

- Collaborated with key stakeholders to review and align programs, policies, and processes with DEI principles.
- Developed and monitored DEI strategy and roadmap in alignment with organizational goals.
- Contributed to governance structure and policies, fostering enterprise-wide accountability.
- Provided expert guidance, insights, and coaching on DEI initiatives.
- Managed and reported on the effectiveness of DEI programs.

Inclusion & Diversity Executive Council Support:

- Partnered with the Executive Council and Advisory Council to advance DEI initiatives.
- Developed frameworks for sharing DEI information with employees.
- Analyzed and presented DEI trends to leadership for informed decision-making.
- Served as a strategic partner for senior leaders on DEI matters.
- Support Employee Resource Groups and Advisory Councils.

Education and Communication:

- Create DEI training curriculum and facilitate rollout.
- Collaborate with the Talent Center of Excellence to embed inclusive practices.
- Stay updated on DEI best practices and trends.

Further Development of Inclusion & Diversity Policies and Partnerships:

- Foster diverse, accessible, and inclusive communications and branding.
- Cultivate and manage external partnerships.
- Monitor legislation and regulatory requirements.

CEQUITY EDUCATION CONSULTING LLC, BCF INTERNATIONAL (CONSULTANCY)

DIVERSITY, EQUITY, INCLUSION, & BELONGING MANAGER

FEBRUARY 2020 - APRIL 2022

- Developed and implemented DEI strategies, including cultural awareness campaigns and training.
- Aligned DEI efforts with other initiatives, partnering with key stakeholders.
- Integrated DEI best practices into talent acquisition and selection.
- Coordinated talent selection processes to mitigate bias.
- Developed relationships with external organizations to attract diverse talents.
- Mediated complex team relationships to achieve inclusiveness and resolve conflicts.

CEQUITY EDUCATION CONSULTING LLC, MEDIXUS (CONSULTANCY)

HUMAN RESOURCES GENERALIST/DE&I SPECIALIST

MAY 2019 - APRIL 2022

- Integrated DEI strategies into HR processes.
- Implemented system and process improvements during the COVID-19 pandemic.
- Managed staffing initiatives and employee relations.
- Supported talent acquisition and development.
- Assisted in data analysis and insights for performance improvement.

ROUND ROCK INDEPENDENT SCHOOL DISTRICT, TX

MEMBER, RRISD EQUITY TASK FORCE LEADERSHIP TEAM

JULY 2017 - APRIL 2022

- Collaborated with district-level DEI task force to promote equity and inclusion.
- Contributed to hiring the Chief Equity Officer and establishing the Equity Office.
- Cultivated a respectful and inclusive working environment.
- Analyzed data and root causes related to equity gaps.
- Developed and monitored the implementation of equity strategies.
- Supported employee affinity groups to increase staff diversity and retention.
- Facilitated professional development on cultural competency, equity, and inclusion.
- Assisted teachers in creating culturally supportive learning environments with high expectations for all students.
- Collaborated with internal and external groups to advance diversity, equity, and inclusion.
- Ensured compliance with state and federal laws and policies related to equity and inclusion.

ROUND ROCK INDEPENDENT SCHOOL DISTRICT, TX

ASSISTANT PRINCIPAL

JUNE 2012 - APRIL 2022

- Led campus equity initiatives, including task forces and equity plans.
- Collaborated with the district DEI task force to promote equity.
- Coordinated professional development and cultural competency training.
- Managed teacher appraisal and supervision.
- Provided leadership coaching and mentoring.
- Facilitated student achievement, parents, and community engagement.

AUSTIN COMMUNITY COLLEGE, TX

ESL INSTRUCTOR (PART-TIME)

AUGUST 2008 - TO DATE

- Taught ESL subjects and transitioned to virtual learning during COVID-19.
- Prepared student reports and maintained records.
- Evaluated student progress and provided timely feedback.
- Participated in departmental responsibilities and professional development.

ROUND ROCK INDEPENDENT SCHOOL DISTRICT, TX

HIGH SCHOOL SCIENCE/INTERVENTION TEACHER/PLC LEAD

AUGUST 2008 - MAY 2012

- Redesigned Biology PLC and improved student performance.
- Coached and mentored novice teachers.
- Facilitated early intervention plans for struggling students.
- Collaborated with interdisciplinary teams for student success.

BALTIMORE CITY PUBLIC SCHOOL SYSTEM, BALTIMORE, MD

HIGH SCHOOL SCIENCE TEACHER

AUGUST 2005 - JUNE 2008

- Fostered strong parent/student/teacher partnerships.
- Improved student performance in low-performing schools.
- Mentored at-risk students.
- Represented campus science teacher at the Science Education for Public Understanding Program (SEPUP) Academy Training and trained other teachers on campus.

UNIVERSITY COLLEGE DUBLIN, IRELAND

GRADUATE RESEARCH/TEACHING ASSISTANT

SEPTEMBER 2000 - MAY 2004

- Conducted field and lab research on the photosynthesis and biomass of maize grown under plastic.
- Assisted faculty with curriculum development and laboratory classes.
- Coordinated undergraduate tutorial classes.
- Collaborated with technical staff on experiments.
- Presented research at conferences.

UNIVERSITY OF LAGOS, NIGERIA

ASSISTANT LECTURER

OCTOBER 1997 - JULY 1999

- Taught introductory and upper-level/graduate botany course offerings.
- Supervised lab sessions and gave students feedback.
- Developed course materials, including syllabi, lecture presentations, and assessment tools.
- Enhanced undergraduate and graduate students learning through classroom instruction, small group discussions, and individual one-on-one sessions.
- Evaluated student progress and provided feedback reflecting learning outcomes.

UNIVERSITY OF LAGOS, NIGERIA

GRADUATE TEACHING/RESEARCH ASSISTANT

OCTOBER 1995 - JULY 1997

- Assisted professors with curriculum development, course preparation, and grading.
- Provided instructional support to students during lab sessions, fieldwork, and review discussions.
- Advised students on best practices and safety protocols for lab work.
- Supported technical staff with lab preparation and coordination.

- Facilitated study reviews, guided discussions, and mentored students on independent projects.

EDUCATION AND OTHERS

The University of Texas at Austin, TX

Doctor of Philosophy in Educational Leadership and Policy (2018)

The University of Texas at Austin, TX

Master of Education in Educational Administration – Principalship Program (2012)

Lincoln University Pennsylvania, Philadelphia, PA

Master of Education in Biology (2007)

University of Lagos, Lagos State, Nigeria

Master of Science in Botany (1996)

University of Ilorin, Kwara State, Nigeria

Bachelor of Science in Botany (1993)

Additional Skills

Expert in Microsoft Office (Word, Excel, PowerPoint, Access), Outlook, HRMS, HCM, UKG Pro, Bamboo HR, ADP Workforce Now, Workday, and Oracle PeopleSoft HCM.

Professional Certifications/Training

- Certified Cognitive Coach
- Standard Texas Principal Certificate PreK-12
- Texas Teacher Evaluation and Support System (T-TESS)
- Diversity and Inclusion Certificate - Cornell University, Ithaca, NY
- Project Management Professional Certification Program (Completed)
- Society for Human Resource Management Certified Professional (SHRM-CP)
- SHRM Inclusive Workplace Culture: Leading & Sustaining a Culture Transformation Program
- Texas Mediator Certification - Basic Mediation Training, UT Austin, LBJ School of Public Affairs